-- Employee master data

CREATE TABLE employee (

id CHAR(36) PRIMARY KEY DEFAULT (UUID()),

emp\_number VARCHAR(50) NOT NULL UNIQUE,

first\_name VARCHAR(100) NOT NULL,

last\_name VARCHAR(100) NOT NULL,

email VARCHAR(200),

phone VARCHAR(30),

bank\_name VARCHAR(100),

bank\_account VARCHAR(50),

tax\_id VARCHAR(50),

date\_hired DATE NOT NULL,

date\_terminated DATE NULL,

created\_at TIMESTAMP DEFAULT CURRENT\_TIMESTAMP

);

-- Employment contracts

CREATE TABLE contract (

id CHAR(36) PRIMARY KEY DEFAULT (UUID()),

employee\_id CHAR(36) NOT NULL,

pay\_type ENUM('MONTHLY','WEEKLY','DAILY') NOT NULL,

base\_salary DECIMAL(15,2) NOT NULL,

currency CHAR(3) NOT NULL DEFAULT 'KES',

effective\_from DATE NOT NULL,

effective\_to DATE NULL,

CONSTRAINT fk\_contract\_employee FOREIGN KEY (employee\_id) REFERENCES employee(id)

);

-- Payroll periods (per month or week)

CREATE TABLE payroll\_period (

id CHAR(36) PRIMARY KEY DEFAULT (UUID()),

period\_start DATE NOT NULL,

period\_end DATE NOT NULL,

status ENUM('DRAFT','POSTED','CANCELLED') NOT NULL DEFAULT 'DRAFT',

created\_at TIMESTAMP DEFAULT CURRENT\_TIMESTAMP

);

-- Payslip header

CREATE TABLE payslip (

id CHAR(36) PRIMARY KEY DEFAULT (UUID()),

payroll\_period\_id CHAR(36) NOT NULL,

employee\_id CHAR(36) NOT NULL,

gross\_amount DECIMAL(15,2) NOT NULL,

net\_amount DECIMAL(15,2) NOT NULL,

status ENUM('GENERATED','APPROVED','PAID') NOT NULL DEFAULT 'GENERATED',

generated\_at TIMESTAMP DEFAULT CURRENT\_TIMESTAMP,

CONSTRAINT fk\_payslip\_period FOREIGN KEY (payroll\_period\_id) REFERENCES payroll\_period(id),

CONSTRAINT fk\_payslip\_employee FOREIGN KEY (employee\_id) REFERENCES employee(id)

);

-- Payslip line items (earnings/deductions)

CREATE TABLE payslip\_line (

id CHAR(36) PRIMARY KEY DEFAULT (UUID()),

payslip\_id CHAR(36) NOT NULL,

line\_type ENUM('EARNING','DEDUCTION') NOT NULL,

code VARCHAR(50) NOT NULL,

description VARCHAR(200),

amount DECIMAL(15,2) NOT NULL,

taxable BOOLEAN DEFAULT FALSE,

CONSTRAINT fk\_payslip\_line FOREIGN KEY (payslip\_id) REFERENCES payslip(id)

);

-- Master table for earning types

CREATE TABLE earning\_type (

id CHAR(36) PRIMARY KEY DEFAULT (UUID()),

code VARCHAR(50) NOT NULL UNIQUE,

name VARCHAR(100) NOT NULL,

taxable BOOLEAN NOT NULL DEFAULT TRUE,

created\_at TIMESTAMP DEFAULT CURRENT\_TIMESTAMP

);

-- Master table for deduction types

CREATE TABLE deduction\_type (

id CHAR(36) PRIMARY KEY DEFAULT (UUID()),

code VARCHAR(50) NOT NULL UNIQUE,

name VARCHAR(100) NOT NULL,

statutory BOOLEAN NOT NULL DEFAULT FALSE,

created\_at TIMESTAMP DEFAULT CURRENT\_TIMESTAMP

);

-- Tax rules (progressive slabs or flat)

CREATE TABLE tax\_rule (

id CHAR(36) PRIMARY KEY DEFAULT (UUID()),

rule\_name VARCHAR(100) NOT NULL,

min\_income DECIMAL(15,2) NOT NULL,

max\_income DECIMAL(15,2) NULL, -- NULL = no upper limit

rate DECIMAL(5,2) NOT NULL, -- percentage

effective\_from DATE NOT NULL,

effective\_to DATE NULL

);

-- Bank transfer files (used to pay employees)

CREATE TABLE bank\_transfer\_file (

id CHAR(36) PRIMARY KEY DEFAULT (UUID()),

file\_name VARCHAR(200) NOT NULL,

file\_path VARCHAR(500) NOT NULL,

payroll\_period\_id CHAR(36) NOT NULL,

created\_at TIMESTAMP DEFAULT CURRENT\_TIMESTAMP,

CONSTRAINT fk\_bank\_file\_period FOREIGN KEY (payroll\_period\_id) REFERENCES payroll\_period(id)

);

-- Audit logs

CREATE TABLE audit\_log (

id BIGINT AUTO\_INCREMENT PRIMARY KEY,

actor VARCHAR(100) NOT NULL,

action VARCHAR(100) NOT NULL,

entity\_name VARCHAR(100) NOT NULL,

entity\_id CHAR(36) NOT NULL,

details JSON,

created\_at TIMESTAMP DEFAULT CURRENT\_TIMESTAMP

);